

A Provincial Overview

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School Board/Teacher
Collective Bargaining
1983-84

Vol. 5 No. 3

Education Relations Commission

January 1984

1983-84 NEGOTIATIONS UPDATE

Settlements: As of January 23, 1984, 48 of 200 possible sets of negotiations remain unsettled for 1983-84 (11 Elementary, 29 Secondary, and 8 RCSS). This represents 30.6% of the 157 situations actually subject to negotiations in this round of bargaining.

BARGAINING ACTIVITY TO INCREASE SUBSTANTIALLY IN 1984-85

At the time of publication the Commission is receiving Notices of Intent to Negotiate. Only one of the major 200 bargaining situations (Kapusking RCSS) has completed negotiations for 1984-85. In the previous three rounds of bargaining, approximately one-third of the jurisdictions had negotiated multi-year agreements; however, virtually all jurisdictions will be bargaining for 1984-85 as they come out of the control year in accordance with the provisions of the Inflation Restraint Act.

Collective bargaining during 1984-85 will be complicated by the fact that certain historical relationships in connection with salary grids were disrupted with the introduction of the restraint legislation.

SUDBURY STRIKE STUDY RELEASED

A study funded by the Commission and undertaken by Dr. Derek Wilkinson concerning the impact of the 1979-80 strike and lockout upon Sudbury Grade 13 students, who during the next year were enrolled in Laurentian University, has been finalized.

As reported in the June 1983 issue of the Overview, the major conclusion of the study was that the lost instructional days did not affect negatively either the academic performance of the Sudbury students or their rate of withdrawal from the university setting.

The study is entitled The Sudbury School Strike and Laurentian Students and is available from the Ontario Government Bookstore, 880 Bay Street, Toronto M7A 1N8 (416)965-6105, at a cost of \$5.00.

ERC TO CONDUCT GRIEVANCE MEDIATION WORKSHOP IN FEBRUARY

In the September 1983 issue of the Overview an announcement was made about the Commission's plans to conduct a workshop on grievance mediation. Following the announcement, a memo was sent to all school boards and branch affiliates, accompanied by a tentative agenda and a needs assessment questionnaire.

Based on the encouraging response, the grievance mediation workshop has been scheduled for Friday, February 17, 1984 at the Cara Inn, Airport Road, Toronto. Those interested in attending the workshop should contact the hotel directly to make arrangements for hotel accommodation.

A final agenda and registration forms were mailed to all boards and branch affiliates earlier in January.

PUBLICATIONS AVAILABLE

a) Included in this mailing:

- 1983-84 Individual Summaries: 4th Update
- Grievance Arbitration, January 1984

OLRB RULES SUMMER SCHOOL RESIGNATIONS IN SCARBOROUGH AN UNLAWFUL STRIKE

In a majority decision dated November 8, 1983, a complaint by the Board of Education for the City of Scarborough under sections 89 and 92 of the Labour Relations Act, contending that an unlawful strike had occurred in conjunction with the 1983 summer school program, was upheld by the Ontario Labour Relations Board. The resignations of members of District 16 - O.S.S.T.F. who had accepted positions as principals, vice-principals and curriculum resource teachers in the program were found to be a refusal to work, taken in concert or with a common understanding, and intended to interfere with the operation of summer school. Thus, the resignations constituted a strike, illegal in nature because of a failure to undertake the procedures required by the Labour Relations Act to be in a legal strike position. The decision noted that the Ontario Secondary School Teachers' Federation met the definition of a trade union under the Act.

The OLRB made the following determinations, declarations, and directions:

1. the principals, vice-principals and curriculum resource teachers involved had engaged in an unlawful strike;
2. the president of District 16 - O.S.S.T.F. had counselled an unlawful strike and was directed to cease and desist this activity forthwith;
3. the provincial level of the O.S.S.T.F. had called or authorized an unlawful strike and was directed to cease and desist this activity; and
4. District 16 and the O.S.S.T.F. were to advise all members of District 16 that they would not be penalized in any way for refusing to engage in a strike activity which had been found to be unlawful.

GRID DISTRIBUTION SURVEY

The annual Commission survey related to the distribution of on-grid teaching staff has been forwarded recently to school boards. Data are to be reported as of January 31st and the form is to be returned during February. The results are to be published in the Commission document entitled Teacher Placement.

Inquiries concerning this publication or any Commission activities should be addressed to:

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111 Avenue Road,
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Toronto, Ontario
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Voluntary Part-Time Teaching and Job Sharing Plans

Teachers and school boards have tried to limit the number of redundancies in the system by designing and implementing various leaves of absence, deferred salary plans, and early retirement incentives. Where lay-offs have been unavoidable, redundant teachers have been offered the option of being placed in a permanent supply pool, entering a job retraining program, being given priority supply and priority recall rights, or receiving a separation (severance) allowance. Two additional methods of coping with the redundancy situation are becoming more common in collective agreements: voluntary part-time teaching assignments and job sharing contracts.

A review of 160 collective agreements (66 Elem., 53 Sec., and 41 RCSS) covering the period 1982-83 turned up 15 agreements which provide for voluntary part-time teaching and 10 agreements which offer an opportunity for job sharing. The particular agreements are listed below.

Voluntary Part-Time Teaching

East York Elem.	Espanola Sec.
Espanola Elem.	Leeds & Grenville Sec.
Etobicoke Elem.	Lincoln Sec.
North York Elem.	London Sec.
Scarborough Elem.	Manitoulin Sec.
Toronto City Elem.	Niagara South Sec.
York City Elem.	Toronto Sec.
Ottawa R.C.S.S.	

Job Sharing

Hearst Elem.	Wentworth Sec.
Renfrew Elem.	Windsor Sec.
Toronto Elem.	Bruce-Grey R.C.S.S.
Manitoulin Sec.	Halton R.C.S.S.
Perth Sec.	Simcoe R.C.S.S.

The duration of voluntary part-time teaching assignments can be as short as one semester (Leeds & Grenville Sec.) or as long as two years (Metro Elementary, Toronto Secondary). Some agreements, however, don't specify a duration. And even where a period is specified, renewals are often possible.

In some agreements, the granting of requests to teach part-time is dependent on certain conditions being met. For example, the Metro Elementary agreements: a) require there to be a surplus, or projected surplus, of full-time teachers; b) limit the number of full-time equivalent teaching positions to be filled by part-time teachers to a maximum of 4% of staff; and c) discourage an excessive number of part-time teaching positions in any one school.

Where an agreement mentions salary or employee benefits, they are required to be pro-rated.

The Toronto Secondary agreement requires part-time teachers to attend school functions and staff meetings on the same basis as full-time teachers. A roughly similar clause is contained in the Lincoln Secondary and Manitoulin Secondary agreements.

Most agreements with a voluntary part-time teaching provision contain clauses which return the teachers to full-time status at the end of the assignment period, subject to surplus/redundancy procedures. Most agreements also recognize voluntary part-time teaching as full time teaching for seniority purposes.

Of the 10 agreements which mention explicitly job sharing: one (Simcoe R.C.S.S.) states simply that "Teachers will be encouraged to share positions where sharing might be considered appropriate"; another (Halton RCSS) allows for reduced teaching "Provided that the educational needs of the school can be met and satisfactory arrangements can be made to permit the sharing of jobs..., subject to the provisions of Article XXVII - Management Rights"; a third agreement (Toronto Elementary) establishes a joint committee to investigate job-sharing and report its findings to the Board's Personnel and Organization Committee; a fourth (Bruce-Grey RCSS) has established an Alternative Employment Plan Committee composed of Branch Affiliate representatives, Board Representatives and Resource People which is "responsible for preparing a proposed agreement, for the consideration of the Board, which outlines the specific details and provisions of the programme." Approval of proposed agreements rest solely with the Board. And "when the committee cannot recommend a proposed agreement, it shall notify the applicant and the Board in writing, stating the reason(s) for the rejection of the applicant."

Of the remaining six agreements which outline, in somewhat more detail, the nature of job sharing: (a) two state that job sharing may take the form of sharing positions on a daily basis or on a term or semester basis; (b) one agreement limits eligibility to permanent contract teachers, while two apply to all teachers who wish to share positions; (c) five of six agreements state that job sharing is a means of relieving redundancies, and one of these agreements restricts the granting of job sharing to situations which will aid the retention of staff; (d) two agreements specifically mention that the teacher's salary will be pro-rated; (e) one agreement states that employee benefits will be pro-rated, while two provide for full payment of benefits; (f) three agreements pro-rate teaching experience for increment purposes; (g) two agreements pro-rate sick leave credits; (h) while one agreement calculates seniority as 1/2 year; three grant seniority as though the teacher were employed in a full-time capacity; (i) all six agreements make reference to returning to full-time status once the job sharing arrangement has terminated.

The ERC will provide copies of voluntary part-time teaching and job sharing plan provisions on request.

TABLE 1 Average Annualized On-Grid Salary* Dollar and Percentage Increases, 1983-84 over 1982-83 (Weighted by the January 1983 Grid Distributions) by Term of Agreement/Year in Effect and by Month of Settlement

	Elementary			Secondary			RCSS			All Agreements		
	%	\$	n	%	\$	n	%	\$	n	%	\$	n
Term of Agreement/ Year in Effect												
<u>One Year</u>												
COLA	5.0	1,538	1	-	-	-	-	-	-	5.0	1,538	1
No COLA	5.2	1,665	53	5.1	1,831	56	5.0	1,524	39	5.1	1,698	148
Total	5.2	1,664	54	5.1	1,831	56	5.0	1,524	39	5.1	1,698	149
<u>1st of 2-Yr</u>												
COLA	-	-	-	-	-	-	-	-	-	-	-	-
No COLA	-	-	-	-	-	-	5.0	1,536	1	5.0	1,536	1
Total	-	-	-	-	-	-	5.0	1,536	1	5.0	1,536	1
<u>1st of 3-Yr</u>												
COLA	-	-	-	-	-	-	-	-	-	-	-	-
No COLA	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-	-
<u>2nd of 2-Yr</u>												
COLA	-	-	-	-	-	-	-	-	-	-	-	-
No COLA	5.3	1,658	20	5.0	1,799	18	5.2	1,575	7	5.2	1,701	45
Total	5.3	1,658	20	5.0	1,799	18	5.2	1,575	7	5.2	1,701	45
<u>2nd of 3-Yr</u>												
COLA	-	-	-	-	-	-	-	-	-	-	-	-
No COLA	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-	-
<u>3rd of 3-Yr</u>												
COLA	-	-	-	5.0	1,799	1	-	-	-	5.0	1,799	1
No COLA	-	-	-	-	-	-	5.0	1,328	1	5.0	1,328	1
Total	-	-	-	5.0	1,799	1	5.0	1,328	1	5.0	1,738	2
<u>All Agreements</u>												
COLA	5.0	1,538	1	5.0	1,799	1	-	-	-	5.0	1,786	2
No COLA	5.2	1,663	73	5.1	1,824	74	5.0	1,530	48	5.1	1,698	195
Total	5.2	1,663	74	5.1	1,824	75	5.0	1,530	48	5.1	1,698	197
Month of Settlement**												
January-May	5.6	1,675	10	5.0	1,848	3	4.8	1,427	9	5.0	1,595	22
June	5.2	1,656	22	5.2	1,833	19	5.1	1,566	14	5.2	1,684	55
July	6.0	1,930	3	5.0	1,812	3	5.0	1,484	1	5.5	1,863	7
August	-	-	-	5.0	1,783	1	4.7	1,380	2	4.9	1,626	3
September***	5.2	1,651	13	5.1	1,832	27	5.1	1,562	12	5.1	1,735	52
October	5.2	1,605	3	-	-	-	5.0	1,475	2	5.2	1,580	5
November	4.9	1,482	3	5.0	1,806	3	-	-	-	4.9	1,614	6
Total	5.2	1,664	54	5.1	1,831	56	5.0	1,524	40	5.1	1,697	150

*Excluding increment and cost of living (COL) payments.

**Includes only those agreements for situations bargaining in the 1983-84 round of negotiations. Figures are subject to change.

***Includes those situations for which no settlement exists.

TABLE 2 Unweighted Average (Mean) Minimum and Maximum Teacher Salaries by Board Type, Qualifications, Category/Group and Number of Years to Maximum

Category D				Category C				Category B				
Yrs. to Max.	Elem. Min.	Max.	R.C.S.S. Min.	Max.	Elem. Min.	Max.	R.C.S.S. Min.	Max.	Elem. Min.	Max.	R.C.S.S. Min.	Max.
4	17,592	22,729										
	(2)*											
5	15,123	20,875	15,259	20,556								
	(17)			(4)								
6	15,485	21,360	15,459	21,503	18,174	26,575						
	(31)			(27)		(3)						
7	15,242	22,723	15,244	22,119	16,247	24,522	16,545	25,042				
	(15)			(10)		(9)		(3)				
8	16,990	24,018	16,636	23,035	16,803	25,358	16,566	24,876	18,098	28,863	18,280	29,200
	(6)			(4)		(26)		(17)		(5)		(1)
9	16,433	23,048	15,040	23,049	16,653	25,766	16,624	25,586	18,108	28,721	17,915	28,078
	(1)			(1)		(32)		(21)		(14)		(7)
10			14,961	23,639	17,097	25,414	16,581	25,876	17,888	29,392	17,918	28,712
				(2)		(4)		(7)		(39)		(29)
11									17,604	28,630	17,837	29,595
										(14)		(10)
12									17,576	29,770	17,228	29,753
										(2)		(1)
Average	15,546	21,812	15,466	21,801	16,742	25,485	16,592	25,343	17,882	29,095	17,915	28,835
Category A1/Group 1				Category A2/Group 2								
Yrs. to Max.	Elem. Min.	Max.	Sec. Min.	Max.	R.C.S.S. Min.	Max.	Elem. Min.	Max.	Sec. Min.	Max.	R.C.S.S. Min.	Max.
9	22,053	34,767	20,229	33,983			22,829	36,744	21,533	35,459		
	(4)			(3)				(2)		(2)		
10	20,296	33,708	20,541	33,973	20,159	32,754	21,403	35,778	21,382	35,869	21,160	35,189
	(37)			(40)		(19)		(29)		(31)		(12)
11	19,807	33,484	20,023	33,695	19,455	33,358	20,918	35,658	21,030	35,909	20,797	35,115
	(29)			(28)		(18)		(34)		(36)		(19)
12	19,145	33,711	19,518	34,856	19,546	33,447	19,865	34,927	20,721	35,744	20,422	35,705
	(4)			(4)		(11)		(9)		(6)		(16)
13											21,403	35,760
												(1)
Average	20,137	33,678	20,281	33,916	19,755	33,139	21,032	35,646	21,164	35,867	20,775	35,343
Category A3/Group 3				Category A4/Group 4								
Yrs. to Max.	Elem. Min.	Max.	Sec. Min.	Max.	R.C.S.S. Min.	Max.	Elem. Min.	Max.	Sec. Min.	Max.	R.C.S.S. Min.	Max.
9	25,215	40,027	22,590	38,080			26,181	41,812	23,556	39,901		
	(1)			(1)				(1)		(1)		
10	23,406	39,643	23,335	39,920	22,605	38,929	24,115	41,957	23,335	42,368	24,054	41,670
	(18)			(17)		(6)		(16)		(16)		(6)
11	22,746	39,511	22,953	39,856	22,658	38,629	24,262	42,250	22,953	42,617	23,873	40,945
	(32)			(40)		(16)		(29)		(33)		(12)
12	22,610	39,481	22,789	40,014	22,220	39,214	23,785	42,051	22,789	42,354	23,951	41,426
	(20)			(13)		(20)		(23)		(19)		(20)
13	21,315	38,763	22,927	39,575	21,726	39,288	22,304	40,975	22,927	42,427	23,845	41,744
	(3)			(4)		(5)		(4)		(6)		(8)
14					23,587	39,279	22,016	41,469			23,586	43,012
						(1)		(1)				(2)
Average	22,845	39,512	23,005	39,859	22,392	38,993	23,971	42,040	23,005	42,446	23,911	41,455

* Number of Grids.

Notes

- Salaries have not been weighted by the distribution of teachers on the grid.
- Split grids are annualized; if the number of years to reach max. changes, table reflects the greater number.

TABLE 3 Method of Category Placement-Qualifications Evaluation Council of Ontario (QECO)

QECO Programme*	Elem. No.	%	RCSS No.	%
QECO 2	2	5.4	1	4.0
QECO 2 + 3	1	2.7	-	0.0
QECO 2 + 4	1	2.7	-	0.0
QECO 3	27	73.0	19	76.0
QECO 3 with \$ Qual.	-	0.0	-	0.0
QECO 4	3	8.1	3	12.0
QECO 4 with \$ Qual.	-	0.0	-	0.0
Outlined in Agree.	3	8.1	2	8.0
Agreements	37	100.0	25	100.0

*May be supplemented through modifications and/or exemptions or may be specific QECO Programme.

TABLE 4 Method of Category Placement-Ontario Secondary School Teachers' Federation (OSSTF)

OSSTF Certification*	Sec. No.	%
OSSTF 5	-	0.0
OSSTF 6	28	96.6
Not Specified	1	3.4
Agreements	29	100.0

*May be supplemented through modifications and/or exemptions.

TABLE 5 Method of Payment of Principals' Salaries

Method of Payment	Elem. No.	%	Sec. No.	%	RCSS No.	%
Grid + Allowance Criteria:	13	35.1	-	0.0	16	64.0
No Diff.	2	-	-	-	2	-
Yrs. Exp.	1	-	-	-	-	-
Sch. Type/Size	7	-	-	-	7	-
Sch. Type/Size and Exp.	3	-	-	-	4	-
Sch. Type/Size and Qual.	-	-	-	-	2	-
Other	-	-	-	-	-	-
Separate Grid Criteria:	21	56.8	29	100.0	8	32.0
Yrs. Exp.	10	-	22	-	1	-
Exp. and Qual.	1	-	-	-	1	-
Sch. Type/Size and Exp.	8	-	7	-	1	-
Sch. Type/Size, Exp. and Qual.	2	-	-	-	4	-
Other	-	-	-	-	1	-
Tch. and Sep. Grids	3	8.1	-	0.0	1	4.0
Flat \$ Amount	-	0.0	-	0.0	-	0.0
Agreements	37	100.0	29	100.0	25	100.0

TABLE 6 Cost of Living (COL) Provision

COL Provision	Elem. No.	%	Sec. No.	%	RCSS No.	%
All Agreements	-	0.0	1	3.4	-	0.0
Allowance Only	-	-	-	-	-	-
Fold-in Only	-	-	-	-	-	-
Allow. and Fold-in	-	-	1	-	-	-
1 Yr or 1st Yr of Multi-Yr Agreements	-	-	-	-	-	-
No Provision	37	100.0	28	96.6	25	100.0
Agreements	37	100.0	29	100.0	25	100.0

*Adjustment to salary grid.

TABLE 7 Master's Degree Allowance

Degree Allowance	Elem. No.	%	Sec. No.	%	RCSS No.	%
Less than \$500	1	2.7	2	6.9	-	0.0
\$500-549	3	8.1	4	13.8	1	4.0
\$550-599	1	2.7	1	3.4	1	4.0
\$600-649	5	13.5	4	13.8	1	4.0
\$650-699	1	2.7	4	13.8	-	0.0
\$700-749	9	24.3	7	24.3	-	0.0
\$750-899	5	13.5	5	17.2	2	8.0
\$900 or more	1	2.7	1	3.4	-	4.0
No Allowance	11	29.8	1	3.4	20	80.0
Agreements	37	100.0	29	100.0	25	100.0

TABLE 8 Method of Payment of Vice-Principals' Salaries

Method of Payment	Elem. No.	%	Sec. No.	%	RCSS No.	%
Grid + Allowance Criteria:	25	67.6	1	3.4	21	84.0
No Diff.	12	-	1	-	8	-
Yrs. of Exp.	6	-	-	-	2	-
Sch. Type/Size	6	-	-	-	7	-
Sch. Type/Size and Exp.	-	-	-	-	3	-
Sch. Type/Size and Qual.	-	-	-	-	-	-
Other	1	-	-	-	1	-
Separate Grid Criteria:	9	24.3	26	89.7	1	4.0
Yrs. Exp.	8	-	24	-	-	-
Exp. and Qual	1	-	-	-	1	-
Sch. Type/Size and Exp.	-	-	2	-	-	-
Tch. and Sep. Grids	-	0.0	-	0.0	-	0.0
Flat \$ Amount	-	0.0	-	0.0	-	0.0
Not Specified	3	8.1	2	6.9	3	12.0
Agreements	37	100.0	29	100.0	25	100.0

TABLE 9 Board Subsidization of Employee Benefit Plans

Board Subsid. (%)	Elem. No.	%	Sec. No.	%	RCSS No.	%
a) OHIP						
0*	-	0.0	-	0.0	1	4.0
25	1	2.7	-	0.0	-	0.0
60	1	2.7	1	3.4	-	0.0
75	10	27.0	7	24.2	1	4.0
80	5	13.5	4	13.8	3	12.0
85	3	8.2	1	3.4	6	24.0
90, 91	5	13.5	4	13.8	6	24.0
95	1	2.7	-	0.0	-	0.0
100	10	27.0	11	38.0	8	32.0
Flat \$ Amt.	1	2.7	1	3.4	-	0.0
b) Extended Health						
65	-	0.0	1	3.4	-	0.0
75	7	18.9	4	13.9	1	4.0
80	4	10.8	3	10.3	3	12.0
85	3	8.1	1	3.4	6	24.0
90	3	8.1	4	13.9	5	20.0
95	1	2.7	-	0.0	-	0.0
100	13	35.2	13	44.8	9	36.0
Flat \$ Amt.	1	2.7	1	3.4	-	0.0
No Plan	5	13.5	2	6.9	1	4.0
c) Dental						
0*	1	2.7	-	0.0	-	0.0
50	8	21.7	2	6.9	1	4.0
60	-	0.0	1	3.4	2	8.0
70	-	0.0	-	0.0	1	4.0
75	5	13.5	4	13.8	1	4.0
80	4	10.8	3	10.3	3	12.0
85	5	13.5	2	6.9	7	28.0
90	4	10.8	4	13.8	3	12.0
100	4	10.8	8	27.7	7	28.0
Flat \$ Amt.	2	5.4	1	3.4	-	0.0
No Plan	4	10.8	4	13.8	-	0.0
d) Long-Term Disability						
0*	19	51.4	17	58.7	16	64.0
50	-	0.0	-	0.0	2	8.0
60	1	2.7	-	0.0	-	0.0
70	1	2.7	-	0.0	1	4.0
75	1	2.7	-	0.0	-	0.0
80	-	0.0	1	3.4	-	0.0
85	-	0.0	-	0.0	2	8.0
90	2	5.4	1	3.4	-	0.0
100	1	2.7	3	10.3	3	12.0
Flat \$ Amt.	-	0.0	2	6.9	-	0.0
No Plan	12	32.4	5	17.3	1	4.0
e) Group Life Insurance						
Up to 50	1	2.7	1	3.4	-	0.0
67	2	5.4	1	3.4	-	0.0
75	7	18.9	5	17.3	1	4.0
80	-	0.0	1	3.4	4	16.0
85	2	5.4	2	6.9	5	20.0
90, 95	5	13.5	2	6.9	4	16.0
100	19	51.4	16	55.3	11	44.0
Flat \$ Amt.	1	2.7	1	3.4	-	0.0
f) Limitation on Employee Benefit Subsidy						
	30	81.1	22	75.9	16	64.0
Agreements	37	100.0	29	100.0	25	100.0

*Plan exists; Board does not contribute towards payment of premium.

TABLE 10 Retirement Gratuity

Retirement Gratuity	Elem. No.	%	Sec. No.	%	RCSS No.	%
Provision	37	100.0	28	96.6	23	92.0
Payment Crit.:*						
Superann. Only	17		13		16	
Bd. Discretion	7		8		1	
Leaving Prof.	4		5		5	
Spec. Age.	9		8		2	
Health	14		10		3	
Other	2		-		-	
Min. Ser. Req'd:						
1 Yr, Unspec., No Min.	12		7		2	
5-7	4		4		2	
10-12	20		17		17	
15-20	-		-		2	
Payable to Estate	32		24		21	
Death Benefit	4		3		2	
Phasing Out	6		2		6	
Other Limitation	8		2		7	
No Provision	-	0.0	1	3.4	2	8.0
Agreements	37	100.0	29	100.0	25	100.0

*Not mutually exclusive.

TABLE 11 Cumulative Sick Leave (C.S.L.)*

C.S.L.	Elem. No.	%	Sec. No.	%	RCSS No.	%
Provision	37	100.0	28	96.6	25	100.0
Max. Days Acc.:						
200-219						
Under 200	-		-		1	
200-219	6		5		7	
220-239	7		5		7	
240-299	8		8		7	
300-400	3		2		1	
No Max.	12		4		1	
Varies	1		4		-	
No Accum.	-		-		1	
No Provision	-	0.0	1	3.4	-	0.0
Agreements	37	100.0	29	100.0	25	100.0

*For sick leave purposes.

TABLE 12 Extended Leave of Absence

Leave of Absence	Elem. No.	%	Sec. No.	%	RCSS No.	%
Provision	29	78.4	21	72.4	16	64.0
Min. Serv. Reg'd:						
2, 3	4		2		-	
5, 6	1		-		3	
Not Specified	24		19		13	
No Provision	8	21.6	8	27.6	9	36.0
Agreements	37	100.0	29	100.0	25	100.0

TABLE 13 Sabbatical Leave*

Sabbatical Leave	Elem. No.	%	Sec. No.	%	RCSS No.	%
Provision	31	83.8	26	89.7	20	80.0
Min. Serv. Req'd.:						
4	-		1		-	
5	3		8		5	
6	7		2		2	
7, 10	17		14		9	
Not Spec.	4		1		4	
Basic Salary (%):						
40-70	9		8		3	
75	11		14		8	
80	7		2		4	
85-100	1		1		2	
Other	1		1		1	
Not Spec.	2		-		2	
Subseq. Serv. Req'd.:						
2	8		6		5	
3	19		16		13	
Other	2		3		-	
Not Spec.	2		1		2	
Det. of Max. No. of Leaves Spec.:						
% of Staff	10		4		-	
# of Staff	10		15		8	
Bd. Discretion	3		2		10	
Other	7		5		1	
No Provision	6	16.2	3	10.3	5	20.0
Agreements	37	100.0	29	100.0	25	100.0

*Provision with longest specified period of absence.

TABLE 14 Maternity, Adoption and Paternity Leaves

Leave Provisions	Elem. No.	%	Sec. No.	%	RCSS No.	%
a) Maternity*	31	83.8	20	69.0	21	84.0
Max. Leave:						
1 Sch. Yr.	2		2		5	
2 Sch. Yrs.	19		11		7	
Other	10		7		9	
b) Adoption	31	83.8	23	79.3	24	96.0
c) Paternity	19	51.4	15	51.7	20	80.0
Agreements	37	100.0	29	100.0	25	100.0

*Beyond provisions of Employment Standards Act.

TABLE 15 Negotiations and Federation Business Leaves

Leave Provisions	Elem. No.	%	Sec. No.	%	RCSS No.	%
Long-term Fed. Bus.*	18	48.6	19	65.5	9	36.0
Short-term Fed. Bus.	19	51.4	15	51.7	15	60.0
Negotiations	9	24.3	7	24.1	5	20.0
Agreements	37	100.0	29	100.0	25	100.0

*Defined as 6 or more days.

TABLE 16 Class Size, Pupil-Teacher Ratio (P.T.R.)

Class Size, P.T.R.	Elem. No.	%	Sec. No.	%	RCSS No.	%
a) Class Size	13	35.1	12	41.4	5	20.0
Status:						
Mandatory	6		5		5	
Guideline	7		7		-	
Spec. No.:						
One	3		-		2	
More than One	5		7		2	
Combination	2		4		1	
No Class Size	24	64.9	17	58.6	20	80.0
b) P.T.R.	17	45.9	21	72.4	12	48.0
Status:						
Mandatory	16		19		10	
Guideline	1		2		2	
Spec. No.:						
One	7		13		8	
More than One	8		7		2	
No P.T.R.	20	54.1	8	27.6	13	52.0
Agreements	37	100.0	29	100.0	25	100.0

TABLE 17 Workload Provisions

Workload Provisions	Elem. No.	%	Sec. No.	%	RCSS No.	%
Teachers	21	56.8	20	69.0	13	52.0
Instruct. Load	14		18		4	
Noon-Time Superv.:						
Req'd	3		-		2	
Exempt.	3		1		1	
Both	8		1		6	
Other Superv.:						
Reg'd.	4		4		2	
Exempt.	1		-		-	
Both	6		7		2	
Principals	6	16.2	-	0.0	11	44.0
Vice-Principals	5	13.5	1	3.4	7	28.0
Other Pos. of Resp.	2	5.4	17	58.6	2	8.0
Agreements	37	100.0	29	100.0	25	100.0

TABLE 18 Staff Allocation Provisions

Staff Alloc. Provisions	Elem. No.	%	Sec. No.	%	RCSS No.	%
Principals	3	8.1	9	31.0	5	20.0
Vice-Princ.	10	27.0	12	41.4	16	64.0
Other Pos. of Resp.	4	10.8	21	72.4	2	8.0
Guide. Teachers	2	5.4	20	69.0	2	8.0
Para-Prof.	8	21.6	1	3.4	8	32.0
Secret'l Ass't.	6	16.2	1	3.4	-	0.0
Agreements	37	100.0	29	100.0	25	100.0

TABLE 19 Surplus/Redundancy

Surplus/Redundancy	Elem. No.	%	Sec. No.	%	RCSS No.	%
Provision	36	97.3	29	100.0	25	100.0
Factors Considered:*						
Seniority:						
Consec. Bd. Exp.	26		25		21	
Total Bd. Exp.	32		27		14	
Total Exp.	34		26		22	
Other	31		24		8	
Type of Contract	29		20		20	
Qualifications	35		29		25	
Effectiveness	7		10		9	
Board Discret.	35		29		25	
Other	3		2		5	
Accommodation:*						
Priority Transfer	35		29		25	
Lim. Displace.	13		11		2	
Unlim. Displace.	5		10		5	
Priority Reloc.	10		14		2	
Options in Lieu of Layoff:*						
Perm. Supply	17		13		1	
Retraining	4		4		-	
Sabbatical	-		2		-	
Spec. Assign.	1		2		2	
Br. Aff.-						
Spons. Plan	-		1		-	
Leave of Abs.	3		6		-	
Def. Salary**	27		20		19	
Red. Teaching	9		11		6	
Options at Layoff:*						
Priority Summer/ Occ./Night School	1		7		-	
Priority Supply	9		14		5	
Priority Recall	29		27		25	
Separation Allow.	16		16		1	
Early Retire.**	5		10		1	
Other options	2		4		1	
No Provision	1	2.7	-	0.0	-	0.0
Agreements	37	100.0	29	100.0	25	100.0

*Not mutually exclusive.

**Not necessarily in Surplus/Redundancy Provision

TABLE 20 Vacancy/Transfer

Vacancy/Transfer	Elem. No.	%	Sec. No.	%	RCSS No.	%
Vacancy						
Teachers:	18	48.6	11	37.9	13	52.0
Adv. Int. Posting	8		4		7	
Seniority Consid.	10		4		4	
Pos. of Resp.:	21	56.8	16	55.2	15	60.0
Adv. Int. Posting	8		6		9	
Seniority Consid.	10		6		6	
Transfer						
Teacher-Req.	24	64.9	21	72.4	17	68.0
Board-Initiated Reloc. Allow.	33 6	89.2	27 7	93.1	22 4	88.0
New Positions	25	67.6	16	55.2	18	72.0
Teacher/Bd. Discussion	19		16		13	
Agreements	37	100.0	29	100.0	25	100.0

TABLE 21 Number and Term of Agreements Included in this Overview

Agreements	Elem. (1) (2)	Sec. (1) (2)	RCSS (1) (2)
Total Possible	76 76	76 76	76 76
Included in Summary	74 37	75 29	48 25
Term:			
1-Yr	54 19	56 15	38 16
1st Yr of 2-Yr	- -	- -	1 -
2nd Yr of 2-Yr	20 18	18 13	7 7
1st Yr of 3-Yr	- -	- -	- -
2nd Yr of 3-Yr	- -	- -	- -
3rd Yr of 3-Yr	- -	1 1	1 1
No agreement terms	- -	- -	1 1

(1) Salary grid data only (2) All data

TABLE 22 List of Agreements Included in the Overview by Agreement Code Number

Elementary						Secondary						R.C.S.S.					
001	013	026#*	039*	052	065	078	090	103#*	116#*	129*	142	155	167	179*	191		
002*	014	027	040#*	053	066*	079	091	104#*	117	130#*	143#*	156	168	180*	192*		
003*	015	028	041	054#*	067	080*	092*	105#*	118	131#*	144#*	157*	169	181	193		
004	016		042#*	055*	068#*	081	093*	106#*	119#*	132#*	145#*	158	170	182	194#*		
005	017#*	030*	043#	056#*	069#*	082#*	094	107#*	120	133#*	146#*	159#*	171#*	183#*	195#*		
006	018	031*	044	057	070*	083	095	108#*	121	134	147*	160	172	184	196*		
007*		032#*	045*	058*	071#*	084#*	096*	109	122	135#*	148#*	161	173#*	185	197		
008#*	020	033	046*	059	072#*	085#*	097*	110#*	123*	136*	149	162	174	186	198#*		
009	021*	034	047	060#*	073*	086	098#*	111*	124	137*	150	163	175*	187#*	199*		
010#*	022	035	048	061	074*	087	099	112	125	138	151	164*	176*	188	200*		
011#*	023	036#*	049	062	075		100*	113	126	139#*	152*	165*	177	189#*	201*		
012	024	037#*	050*	063*	076*	089#*	101	114#*	127*	140*	153*	166*	178	190	202*		
	025#*	038#*	051	064			102#*	115#*	128*	141*							

*Teacher salary grid data only. #Additions.